

The Design of the Role Model of Working Women (Occupational Health Perspective)

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Abstract

The purpose of this research study is to find and explain the role models of working women. This type of qualitative research uses descriptive design. Secondary data sources obtained from the 2017 IDHS data, data on married women who work, and tertiary data sources that reference several previously research sources. Univariate data analysis to calculate the distribution of the prevalence of working women. Tertiary data were analyzed using the Invivo 12 application to build concepts or role models. The results showed that the prevalence of working women was 80.3% (246 people), not working 2.8% (9 people) and not working in the last 12 months by 16.7% (52 people). The role models of women working in the family, which are: family mediators, support for their husbands, sources of income, family care, and children's education. The women who work have responsibilities to the family, the same as women who do not work (housewives). We conclude that the prevalence of married women who work increases, influenced by family needs and social strata of society. The working women have a dual role. There are an advised to continue to carry out their duties and responsibilities towards the family.

Keywords: Role models; women's roles; multiple roles; responsibility of working women in the family.

Introduction

Increasing the number of female workers, proves that the work paradigm that is the responsibility of men is not entirely correct. Work no longer distinguishes gender status. Women and men have the same role in the world of work. Women as workers also have the same rights as men. In reality in the field the number of female workers is more dominant, and not according to the type of work. The field of occupational health sciences concerns the work arrangements for male and female workers differing according to type of work, as well as the division of work shifts. The Central Statistics Agency said the number of labor force in Indonesia increased in February 2019. Based on gender, the number of female workforce The Labor Force Participation Rate (TPAK) was 55.50% higher than in 2018 of 55.44% (BPS, 2019). Indonesia Demographic Health Survey (IDHS) data for 2017 shows that women working in the last 12 months are at a high percentage of (80.3%) working age 45 - 49 years. Ahdiah (2013) revealed that the changes and developments of the times demanded that women play a role in all aspects of life such as: education, health, social, political,

economic and legal sectors so as to expand women's activities in society, even though there are physical differences between men and women, differences in work ability in terms of energy, decision making in the world of politics.

The role of women is recognized internationally at the G20 Summit in Osaka, Japan, which addresses the increasing role of women. These efforts encourage equality of the roles of women and men in the world of work, so that women broadly can occupy strategic positions and play a role in decision making at work (Susilo, 2019). Activities at work are high, triggering conflict for women workers. The results of previous studies indicate that women experience role conflict to determine priorities between work and family. Even some of them have difficulty carrying out their roles together. The dual role of working women is the mother of their child, and the wife of the husband. This role is difficult to be balanced by female workers, thus impacting their families and work (Radhitya, 2018). The success of women who work is not seen from the high education and career in the world of work, but success in carrying out its role in the family, namely the education of their children. The existing phenomenon, there is a gap where female workers

earn lower income than male workers. The average wage of female workers is 2.33 million, and the average wage of male workers is 3.05 million rupiah (BPS, 2019). Problems felt by female workers are described in previous studies, such as: workloads received exceeding their capacities, conflicts experienced by women due to excessive workload, and dilemmas in the family and work resulting in women being depressed and difficulties in the division of time between family and work (Murtiana & Hidayah, 2018). Because the role of women is very complete and conflicts experienced by working women, it is necessary to build a role model of working women so that this study provides benefits that can be used by academics and other researchers. The purpose of this study is to find and explain the role models of working women who can provide recommendations in general for women workers to carry out roles and avoid conflicts that can affect their lives. The result of this study contribute to developing public health sciences, especially occupational health, so that work regulations for women workers can be formulated.

Materials and Methods

This study uses a mix method, a descriptive qualitative method combined with a SLR (systematic literature review). Qualitative research is based on object conditions that emphasize generalization (Sugiyono, 2017). The systematic literature review is a combination of meta-analysis (quantitative) and qualitative meta-synthesis (Siswanto, 2010). Review literature leads to identifying and assessing problems then interpreting research findings to answer research questions (Wahono, 2015). Qualitative design is appropriate to be used in this study, in accordance with the purpose of the study to explain the phenomenon of working women and their role in the family. Secondary SDKI data on 307 women aged 45 - 49 years were used in this study. There are 2 data sources, such as:

- 1) secondary data, the results of the 2017 Indonesian Demographic and Health Survey (SDKI) (data analyzed are married and working women).
- 2) tertiary data, sourced from several previous studies in 2014 - 2019. References analyzed were 18 international articles.

The SLR research process follows previous scientific research methods: identification, search areas, relevant research selection, selecting quality results, synthesis and presentation of results (Wahono, 2016). Data collection techniques systematic literature review stage of this research,

there are 3 stages

- 1) Planning, this stage compiles research questions and develops so that it can explore the problem under study.
- 2) The process of collecting data / literature. At this stage the researcher looks for references that are tailored to the following criteria: national and international journals, articles in the past 10 years and research focus on working and married women. The search process uses keywords: working women, women's roles, women's responsibilities, women and jobs. 35 articles were obtained, only 18 met the research criteria.
- 3) Process and produce notes / findings. There are 18 international articles analyzed in the InVivo12 application. Previously, researchers did two mapping. The first mapping is the concept of the role of women and the second mapping is the concept of working women. Furthermore, the results of qualitative analysis are used as research findings, and are described in detail supported by previous research sources.

The data of the research IDHS were analyzed through univariate to produce a distribution table of the status of working women frequency using SPSS version 21. Other data were analyzed through *InVivo* 12 to map some of the sources of previous research references, so that the findings of working women's role models were obtained. Mapping is done twice. Then the results of the analysis are described to explain the phenomenon of the role of working women.

Results

Analysis of frequency distribution of working status classification

The women were surveyed for IDHS data collection were aged 15 - 49 years and classified in 3 categories: currently working, now not working and not working in the past year (BKKBN, 2018). The classification is now at work, intended at the time the survey respondents had jobs in the past week. Classification is now not working, the respondent has a job and usually works but at the time of the survey did not work because of illness, travel, vacation. Classification does not work, respondents who did not work in the past 1 year, because working in jobs weekly or monthly. The survey results on 307 women aged 45 - 49 years of working status, which were analyzed univariately to determine the frequency distribution can be seen in diagram 1 below:

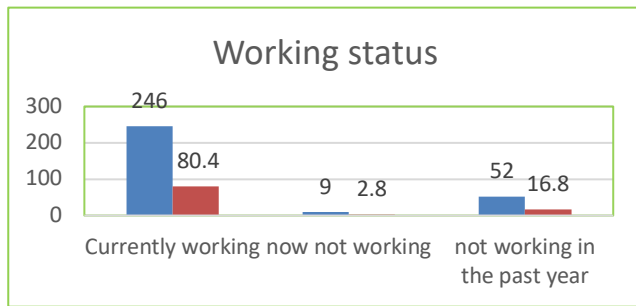


Figure 1: Frequency distribution of working status

Source: (BKKBN, 2018)

Figure 1 shows that based on work status, the majority of women at the time of the survey were currently working as many as 246 people (80.4%), not working in the last year as many as 52 people (16.8%) and were not working as many as 9 people (2.8%) (BKKBN, 2018).

Invivo analysis

The concept of the role of women working in the family is obtained by analyzing 2 role topics, namely: the role of women and the role of working women can be seen using the Invivo 12 analysis presented in the figure below:

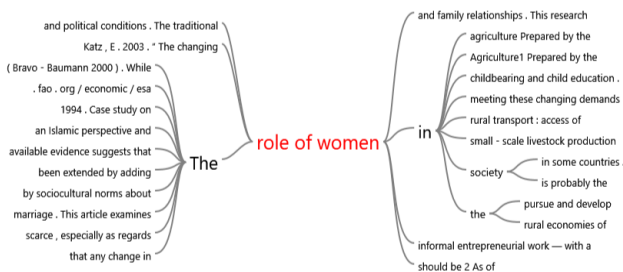


Figure2: Analysis 1 role of women

Mapping some references to the role of women after analysis with Invivo shows that women play a role in several occupations such as: politics, agents of change, economics, social norms, marriage, family relations, agriculture, child education, transportation, and working in the entrepreneurial field (Figure 2).

Then the second analysis is carried out to get any role of working women. The analysis results are presented in the following figure:

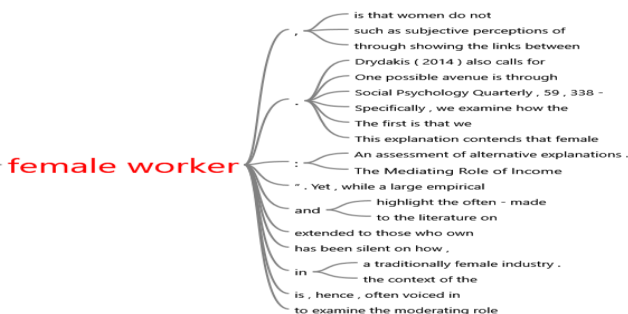


Figure 3: Dual analysis of the role of working women

Subsequent analysis after mapped the role of women in their work was obtained that women work have roles as: mediators of family relationships, sources of income, are responsible for the achievements and behavior of children, and play a role in the industrial world.

Discussion

Trends in Working Women and Classification of Working Status

The highest percentage of women working in the last year, shows that there is a change in the concept of the role of women. The role of women is not only taking care of the household, children, husband and family. Research that analyzes the role of women in society, states that the perspective of the role of women is related to domestic work, but also work that is related to society such as: activities outside the home to work and earn a living. This dual role of women is equally important between roles in the family and at work (Ahdiah, 2013).

In developed countries women get more support for work. During the period 1976 - 2013 in America, the results of the study showed that the role of women was stable and the family provided support for women to work. The survey of adult women and students in secondary schools, accepts that women's role is related to marriage and helps families to work to meet the economic needs of the family (Donnelly *et al.*, 2016). The role of women in family economic activities is also evidenced by previous research in the State of Tanzania, women play a role as a source of family economy. The growth of the informal sector increased due to the crisis that hit the State of Tanzania, thus changing the role of Tanzanian women to become economic agents and run informal sector businesses. Women's activities open entrepreneurship, selling household needs by utilizing recycled materials (Keefe, 2019). Situations that threaten the family's economy can be overcome by women, so that they become creative and sensitive in facing crises. This impulse that brought the role of women changed is influenced by the situation around them.

The majority of working women are caused by demands for an increasing economic need. This result is not related to education status. Women who work are divided into 3 categories, namely: currently working, not working and not working in the past year. Survey of 307 working women age 45 - 49 years the highest percentage in the category of

working. The rest are not working and not working, indicating that women have non-permanent work that are contractual or seasonal. Based on the seasonal occupations such as agriculture or plantations. Based on the Department of Agriculture report, female workers play a major role in the economy of rural agriculture throughout the world, so women are declared economically active (Doss & Sofa, 2011).

Contract work such as buildings, and types of work done by women who are not resident, but at any time do not work because of breaks such as: public transport drivers. Women enter the world of work that was previously only done by men, to make a living helping the family economy. Job opportunities that are wide open so it is possible that work that was previously only done by men is now also done by women. Besides being active in social activities (Lestari, 2017). Based on the age range of 45-49 years, for women this age is the age of pre-menopause. According to the Ministry of Health this age group category is the age of early elderly (Ministry of Health, 2013). Physically, there is a decrease in the pre-menopausal hormone estrogen which has an impact on muscles, skin, brain and emotions. When estrogen stops, the effects on the organs of the body are the heart and bones. For women who work, of course, can affect working hours, concentration at work, to work productivity. The results of Novita's research (2018) menopausal syndrome negatively affect the quality of life of women. But work does not affect the quality of life of pre-menopausal women (Novita, 2018).

Work does not have an effect on pre-menopausal syndrome, but on the contrary pre-menopausal syndrome can affect a person's work, therefore it is necessary to adjust the classification of light and moderate workload for a group of women aged 45 - 49 years. High economic needs of families, move women to find work, so as not to sort out the work done. The informal work sector is preferred because it does not require special requirements and is easier to be employed. The informal sector such as: being a household assistant, construction workers and agricultural workers who require greater mobilization or greater muscle strength. This type of work is classified as heavy and very heavy.

Role models for working women in an occupational health perspective

Ideally, the role is carried out in accordance with expectations and guidance in the community, as well as the role of women. In general the role of women responsible for the family, has a broad meaning such as: taking care of the needs of her husband and children. Manage the family economy

so that a balance is created between the needs and family income. The status of a person in the community is influenced by the role he lives (Ahdiyah, 2013). Nowadays all human needs are increasingly expensive, thus encouraging women to help husbands earn a living in order to get a better life. The consideration of choosing a job is the suitability and harmony of the job is very important. Every job requires different abilities different from the workers, and has an unequal portion. Women are more apt to do light work, do not require a large muscle expenditure. The right type of work is typing, administrative work. Male and female laborers have physical differences in terms of energy capabilities, biologically related to hormones, sociocultural namely the nature of women as housewives (Suma'mur, 2009).

Women who work have the same responsibilities as women who do not work, even women have a heavier role because they have two responsibilities at work and at home. Not to mention the time spent used to work outside the home, and leave the family because they have to work. The role demands of women can cause psychological problems. Psychological tension and anxiety due to women's multiple roles result in a fear of success. The higher the dual role conflict, the higher the fear of success of working mothers (Lestari, 2017). The role as a housewife, requires women to have more time with their children so that care, health problems and their future are not neglected. On this basis Amran (2017) states that women have a large role in developing public health, although they have a dual role as housewives but also as career women (Amran, 2017). Another view, women have a strategic role in realizing religious society. Equality of men and women affirm both have the same rights and obligations in aspects of social life and its role as caliph on the face of the earth (Syarifudin, 2017). Previous studies have shown that female and male job satisfaction is mediated by income to be a stronger driver of a worker feeling satisfied with his job (Smyth *et al.*, 2018). Hudson (2015) states that women's responsibilities concern the family economy. For middle to lower income groups, women have financial responsibilities. But for upper social class groups, work is a symbol of self-recognition (Hudson & Julia, 2015).

Conclusion

Female biological factors related to the hormonal cycle can affect the work outcomes of female workers, therefore it is necessary to adjust the

classification of light and moderate workloads for the group of women aged 45 - 49 years.

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Author Contribution and Competing Interest

All authors contribute to the whole process of the research. The authors declare that they have no competing interests.

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